

Pathway D: The person would like to maintain their position and continue to grow in their career

Section 2: Exploring Pathway D: What support does the person need to maintain their job?

Suggested question and prompts for Pathway D:

- ❖ Tell me about the things you are good at.
- ❖ What is the best part of your job?
- ❖ What do you do at work that makes you feel proud or important?
- ❖ Do you enjoy working with your co-workers? Your supervisor?
- ❖ Do you want more hours? How many more hours are you interested in?
- ❖ Do you have enough money and support to do the things you want to do?
- ❖ Specific to your job, are there new tasks or responsibilities you would like to try?
- ❖ What other jobs do you know about?
- ❖ What is your dream job?
- ❖ What new activities would you like to try outside of work?
- ❖ Is there another company you would like to explore for the future?
 - What work would you like to do there?

Section 3: Develop the Services and Supports for Pathway D

Suggested Next Steps for Pathway D: The person would like to maintain their position and continue to grow in their career

Person-Centered Planning

- Update work-based goals and review all existing supports.
 - Address any changes needed to goals or supports.
 - Focus on maintaining the job, opportunities for advancement, and inclusive community activities.
- Discuss opportunities for progress such as:
 - Independence from paid supports,
 - Plan to fade direct job coaching;
 - Increases in wages and hours;
 - Expanded job duties or cross training;
 - Opportunities to grow professional and personal social connections; and
 - Continuing education opportunities to keep credentials current.

Transition Age (14-24): Person-Centered Planning

- Youth who are transition age (14-24) should have a Support Coordinator attending **Individualized Education Plan (IEP)** meetings as part of the Transition Team. In addition, an effort should be made to:
 - Align goals between VR, the school district, and the PCSP.
 - If the job is temporary or entry level, discuss a plan for future permanent work,

Vocational Rehabilitation (VR)

It is not recommended in this pathway to meet with VR. **If you still want to discuss VR resources, please move to Pathway C: “The person is currently working but desires a change”**

VR Services for All People with Disabilities

- Benefits Counseling
 - Utah Work Incentive Planning Services (UWIPS)-
<https://jobs.utah.gov/usor/vr/services/uwips.html>
- Assistive Technology
 - Utah Center for Assistive Technology (UCAT)-
<https://jobs.utah.gov/usor/vr/services/ucat.html>

Transition Age (14-24): VR

It is not recommended in this pathway to meet with VR. **If you still want to discuss VR resources, please move to Pathway C: “The person is currently working but desires a change”**

Youth who are transition age (14-24) could speak with a VR counselor about:

- Aligning PCSP, and school district goals with VR;
- Pre-Employment Transition Services (Pre-ETS);
- Customized Employment;
- Coordinate any assistive technology needs for the person;

- Consider concurrent enrollment while in high school.
- Build familiarity with accommodations, technology, devices, and supports.
- Develop social connections.
- Find resume building activities such as:
 - Volunteering in the desired industry,
 - Job shadowing,
 - Informational interviews,
 - Involvement in community activities, or
 - High school leadership and clubs.

- Age-appropriate vocational trainings (life skills, interviews, resumes, etc.);
 - Temporary Work Experiences (internships, summer employment, etc.);
 - Work Based Learning Opportunities; and
 - Post secondary goals including college.
- <https://jobs.utah.gov/usor/vr/services/student/preetshandout.pdf>